

EXHIBIT

14

Congressional Hearings in which Disparity Studies Were Submitted

Investing in a New Vision for the Environment and Surface in Transportation America Act: Hearing on H.R. 3684 Before the H. Comm. on Transportation and Infrastructure, H.R. Rep. No. 117-70, at 393-95 (2021).¹

Investing in a New Vision for the Environment and Surface Transportation in America Act: Hearing on H.R. 3684, 167 CONG. REC. H3505-07 (daily ed. June 30, 2021) (statement of Rep. Peter DeFazio).²

Investing in a New Vision for the Environment and Surface Transportation in America Act: Hearing on H.R. 3684, 167 CONG. REC. S5898-99 (daily ed. August 5, 2021) (statement of Sen. Tom Carper).³

List of Disparity Studies by State⁴

Alaska

Alaska Department of Transportation & Public Facilities Disadvantaged Business Enterprise Study, Final Report, Prepared by the Alaska Department of Transportation & Public Facilities Civil Rights Office (2020), available at <https://dot.alaska.gov/cvlrts/pdfs/Alaska-DOTPF-1-0-Final-Report-March-2021.pdf> (last visited June 21, 2022).^{^*+}

Alaska Department of Transportation & Public Facilities Disadvantaged Business Enterprise Study, Final Appendices, Prepared by the Alaska Department of Transportation & Public Facilities Civil Rights Office (2021), available at <https://dot.alaska.gov/cvlrts/pdfs/Alaska-DOTPF-2-0-Final-Appendices-March-2021.pdf> (last visited June 21, 2022).

Alaska Department of Transportation and Public Facilities Disparity Study, Prepared by MGT of America, Inc. (2014), available at https://dot.alaska.gov/cvlrts/pdfs/Disparity_Study_Report.pdf (last visited June 17, 2022).

Arizona

Arizona Department of Transportation Disparity Study, Final Report, Prepared by Keen Independent Research (2020), available at https://azdot.gov/sites/default/files/media/2020/08/KeenIndependent_ADOT_2020DisparityStudy_FinalReport_08262020.pdf (last visited June 17, 2022).^{^*+}

¹ Disparity studies submitted at this hearing will be denoted with ^.

² Disparity studies submitted at this hearing will be denoted with *.

³ Disparity studies submitted at this hearing will be denoted with +.

⁴ Disparity studies without a link are not readily available online, but Defendants will provide them to the Court upon request.

Arizona Department of Transportation Disparity Study Report, Prepared by Keen Independent Research (2015), available at <https://azdot.gov/sites/default/files/2019/06/2015-adot-disparity-study-report-may-2015.pdf> (last visited June 17, 2022). *+

California

Availability and Disparity Study, California Department of Transportation, Final Report, Prepared by BBC Research & Consulting (2012), available at <https://dot.ca.gov/-/media/dot-media/documents/2012-caltrans-availability-and-disparity-study-a11y.pdf> (last visited June 17, 2022).

BGPAA Disparity Study - Final Report, Burbank-Glendale-Pasadena Airport Authority (CA), Prepared by BBC Research & Consulting (2012), available at http://www.hollywoodburbankairport.com/wp-content/uploads/2019/04/BGPAA-Final-Report_121112.pdf (last visited June 21, 2022).

California Department of Transportation Availability and Disparity Study Report, Prepared by BBC Research & Consulting (2021), available at <https://dot.ca.gov/-/media/dot-media/programs/civil-rights/documents/disparity-study/caltrans-disparity-study-2021-final-report.pdf> (last visited June 17, 2022).

California High-Speed Rail Authority Business Market Availability and Disparity Study, Prepared by Mason Tillman Associates, Ltd. (2014).

Caltrans 2014 Disparity Study for FTA Contracts, California DOT, Prepared by BBC Research & Consulting (2014), available at <https://dot.ca.gov/-/media/dot-media/programs/civil-rights/documents/disparity-study-2014-a11y.pdf> (last visited June 17, 2022).

Caltrans Disparity Study, Prepared by BBC Research and Consulting for Caltrans Department of Transportation (2016) available at <https://dot.ca.gov/-/media/dot-media/programs/civil-rights/documents/2016-disparity-study-report-a11y.pdf> (last visited June 21, 2022). ^*+

City of Oakland 2017 Race and Gender Disparity Study Draft, Prepared by Mason Tillman Associates, Ltd. (2020), available at <https://oaklandside.org/wp-content/uploads/2021/02/disparitystudy.pdf> (last visited June 17, 2022). ^*+

City of San Diego 2020 Disparity Study, Prepared by BBC Research & Consulting (2021), available at https://www.sandiego.gov/sites/default/files/city_of_san_diego_disparity_study_report_-_final.pdf (June 17, 2022).

Disadvantaged Business Enterprise (DBE) Program Disparity Study Update, Prepared by Mason Tillman Associates, Ltd. for the Los Angeles County Metropolitan Transportation Authority Disparity Study (2013).

2015 Disadvantaged Business Enterprise Disparity Study, John Wayne Airport, County of Orange, California Final Report, Prepared by MGT of America, Inc. (2016).

Imperial County Transportation Commission Disparity Study, Prepared by BBC Research & Consulting (2014).

LA Metro 2017 Disparity Study, Prepared by BBC Research & Consulting for the Los Angeles County Metropolitan Transportation Authority (2018), available at https://media.metro.net/about_us/disparity_study/images/2017_metro_disparity_study.pdf (last visited June 17, 2022). ^*+

Metro Disparity Study Final Report, Los Angeles County Metropolitan Transportation Authority, Prepared by BBC Research & Consulting (2010).

MTS Disparity Study Final Report, Prepared by BBC Research & Consulting for the San Diego Metropolitan Transit System (2010).

OCTA Disparity Study Final Report, Orange County Transportation Authority, Prepared by BBC Research & Consulting (2010), available at <https://cammnet.octa.net/files/OCTA%20Disparity%20Study%20Final%20Report.pdf> (last visited June 17, 2022).

SANDAG Disparity Study Final Report, Prepared by BBC Research & Consulting for the San Diego Association of Governments (2010), available at https://www.sandag.org/uploads/publicnoticeid/publicnoticeid_163_10935.pdf (last visited June 21, 2022).

San Diego Association of Governments Disparity Study, Prepared by BBC Research & Consulting (2014), available at https://www.sandag.org/organization/rfps/pdfs/disparitystudy_final.pdf (June 17, 2022).

San Diego County Regional Airport Authority Disparity Study, Prepared by BBC Research & Consulting (2010).

San Francisco Bay Area Rapid Transit District Disparity Study Volume I, Prepared by Miller3 Consulting, Inc. (2017), available at https://www.bart.gov/sites/default/files/docs/VI.BART%20Final%20Report.Volume%20I.1.12.2017_1.pdf (last visited June 17, 2022). *+

Disadvantaged Business Enterprise Availability, Utilization, and Disparity Study for the San Francisco Municipal Transportation Agency, Prepared by Rosales Business Partners LLC (2015), available at <https://www.sfmta.com/sites/default/files/agendaitems/2016/4-19-16%20Item%2014%20Disparity%20Study%20-%20report.pdf> (last visited June 17, 2022). *+

Colorado

City and County of Denver Disparity Study, Prepared by BBC Research & Consulting (2018), available at <https://www.denvergov.org/content/dam/denvergov/Portals/690/DSBO/DS%20FULL%20REPO RT%200410.pdf> (last visited June 17, 2022). *+

City and County of Denver Minority/Women Owned/Disadvantaged Business Enterprise Disparity Study, Prepared by MGT of America, Inc. (2013).

Colorado Disparity Study, Final Report, Prepared by Keen Independent Research (2020), available at https://leg.colorado.gov/sites/default/files/images/lcs/dpa_2020_disparity_study_final_report.pdf (last visited June 17, 2022). ^{^*+}

Disparity Study for Denver Public Schools, Prepared by MGT of America, Inc. (2015), available at [https://www.boarddocs.com/co/dpsk12/Board.nsf/files/9TTQ9D679F90/\\$file/DPS%20Disparity%20Study%20Final%20Report%20-%202002%2013%202015.pdf](https://www.boarddocs.com/co/dpsk12/Board.nsf/files/9TTQ9D679F90/$file/DPS%20Disparity%20Study%20Final%20Report%20-%202002%2013%202015.pdf) (last visited June 21, 2022).

Connecticut

Connecticut Disparity Study: Phase 1, Prepared by The Connecticut Academy of Science and Engineering for the Connecticut General Assembly and the Government Administration and Elections Commission (2013), available at <https://ctcase.org/wp-content/uploads/2021/08/disparity-phase-1-full.pdf> (last visited June 17, 2022). ^{^*+}

Connecticut Disparity Study: Phase 2, Prepared by The Connecticut Academy of Science and Engineering for the Connecticut General Assembly and the Government Administration and Elections Commission (2014), available at https://ctcase.org/wp-content/uploads/2021/08/disparity_phase2_sum.pdf (last visited June 17, 2022). ^{^*+}

Connecticut Disparity Study: Phase 3, Prepared by The Connecticut Academy of Science and Engineering for the Connecticut General Assembly and the Government Administration and Elections Commission (2016), available at https://ctcase.org/wp-content/uploads/2021/08/disparity_phase_3.pdf (last visited June 17, 2022). ^{^*+}

District of Columbia

2015 Disparity Study for Washington Suburban Sanitary Commission, Prepared by MGT of America, Inc. (2016), available at <https://www.wsscwater.com/sites/default/files/sites/wssc/files/Disparity%20Study/WSSC%202015%20DISPARITY%20STUDY%20FINAL%20REPORT-JULY%2028%202016.pdf> (last visited June 17, 2022). ^{*+}

2010 Disparity Study for Washington Suburban Sanitary Commission, Prepared by Mason Tillman Associates (2011), available at https://www.wsscwater.com/sites/default/files/sites/wssc/files/PDFs/WSSC%20Community%20Meetings%20June%2016%20and%2017%202010%20%20%206-11-10_563178.pdf (last visited June 17, 2022).

Florida

Broward County Public Schools Disparity Study-Final Report, Prepared by Mason Tillman Associates (2015), available at

[http://bcpsagenda.browardschools.com/agenda/01095/Item%201C%20\(21519\)/SUPP_DOCS/Exhibits/Doc1.pdf](http://bcpsagenda.browardschools.com/agenda/01095/Item%201C%20(21519)/SUPP_DOCS/Exhibits/Doc1.pdf) (last visited June 17, 2022).

Comprehensive Disparity Study for the City of Pensacola, Prepared by MGT of America, Inc. (2012), available at <https://www.cityofpensacola.com/DocumentCenter/View/131/Comprehensive-Disparity-Study-PDF> (last visited June 17, 2022).

Disparity Study for Miami-Dade County Public Schools Phase I Report, Prepared by MGT of America, Inc. (2014),

Hillsborough County Aviation Authority Disparity Study Update Final Report, Prepared by MGT of America, Inc. (2015).

Jacksonville Multi-Jurisdictional Disparity Study Volume I, Prepared by Mason Tillman Associates (2013), available at <https://www.coj.net/departments/jedc/docs/equal-business-opportunity/contract-compliance/final-city-of-jacksonville-disparity-study-report-.aspx> (last visited June 17, 2022).

Miami-Dade County Comprehensive Disparity Study, Final Report, Prepared by Mason Tillman Associates, Ltd. (2015), available at <https://www.miamidade.gov/mayor/library/memos-and-reports/2015/07/07.09.15-Miami-Dade-County-Disparity-Study.pdf> (last visited June 17, 2022).

Minority, Women, and Small Business Enterprise Disparity Study for the City of Tallahassee, Leon County, Florida and Blueprint Intergovernmental Agency, Prepared by MGT Consulting Group (2019), available at <https://blueprintia.org/wp-content/uploads/MGT-Disparity-Study-Final-Report-06.20.19.pdf> (last visited June 17, 2022).^{^*+}

Palm Beach County Disparity Study, Prepared by Mason Tillman Associates, Ltd., available at https://discover.pbcgov.org/oebo/PDF/Publications/Palm_Beach_County_Final_Report.pdf (last visited June 21, 2022) (2017).^{*+}

Solid Waste Authority of Palm Beach County, Florida Disparity Study, Prepared by Mason Tillman Associates, Ltd. (2017), available at <https://www.swa.org/DocumentCenter/View/2739/Solid-Waste-Authority-of-Palm-Beach-County-Disparity-Study-Final-Report---2017-03?bidId> (last visited June 17, 2022).^{*+}

Solid Waste Authority of Palm Beach County, Florida Disparity Study Appendix A, Prepared by Mason Tillman Associates, Ltd. (2017).

The State of Minority- and Women-Owned Business Enterprise: Evidence from Broward County, Prepared by NERA Economic Consulting for Broward County, Florida (2010).

Georgia

Atlanta Housing Authority Disparity Study, Prepared by Keen Independent Research (2017), available at <https://www.atlantahousing.org/wp-content/uploads/2018/03/atlanta-housing-authority-disparity-study-1.pdf> (last visited June 17, 2022).^{*+}

Atlanta Public Schools Disparity Study, Prepared by Keen Independent Research (2017), available at <https://www.atlantapublicschools.us/cms/lib/GA01000924/Centricity/Domain/28/2.01%20Keen%20Independent%202017%20APS%20Disparity%20Study%20Summary%20Report%2010052017.pdf> (last visited June 17, 2022). *+

City of Atlanta Disparity Study Summary Report, Prepared by Keen Independent Research LLC (2015), available at <https://www.keenindependent.com/wp-content/uploads/files/keen-reports/2of4/City%20of%20Atlanta/Keen%20Independent%202015%20Summary%20Report.pdf> (last visited June 17, 2022). *+

Comprehensive Disparity Study City of Savannah, Georgia, Prepared by Griffin & Strong, P.C. (2016).

Georgia Department of Transportation Disparity Study, Prepared by Griffin & Strong, P.C. for the State of Georgia (2016), available at <http://www.dot.ga.gov/PartnerSmart/Business/Documents/DBE/2016DisparityStudy.pdf> (last visited June 17, 2022). ^*+

Georgia Department of Transportation Disparity Study, Prepared by BBC Research & Consulting for the State of Georgia (2012), available at <http://www.dot.ga.gov/PartnerSmart/Business/Documents/2012%20Disparity%20Study/Final/2012DisparityStudy-FinalReport.pdf> (last visited June 17, 2022).

Hawaii

Hawaii Department of Transportation 2019 Availability and Disparity Study, Prepared by Keen Independent Research (2020), available at https://www.keenindependent.com/wp-content/uploads/2020/04/KeenIndependent_HDOT_AvailabilityAndDisparityStudy_FinalReport_03242020.pdf (last visited June 17, 2022). ^*+

The State of Minority- and Women-Owned Business Enterprise: Evidence from Hawai'i, Prepared by NERA Economic Consulting for the Hawai'i Department of Transportation (2010), available at https://www.oahumpo.org/wp-content/uploads/2013/01/ReportNERA_HDOT_final.pdf (last visited June 21, 2022). https://www.oahumpo.org/wp-content/uploads/2013/01/ReportNERA_HDOT_final.pdf (last visited June 21, 2022).

Idaho

Idaho Transportation Department Disparity Study, Prepared by BBC Research & Consulting (2017), available at https://apps.itd.idaho.gov/apps/ocr/documents/ITD_Disparity_Study.pdf (last visited June 21, 2022). ^*+

Illinois

Chicago Transit Authority Disparity Study, Prepared by Colette Holt & Associates (2019), available at <http://www.mwbelaw.com/wp-content/uploads/2019/12/Chicago-Transit-Authority-Disparity-Study-2019.pdf> (last visited June 17, 2022). ^*+

City of Chicago Disparity Study for Construction Contracts, Prepared by Colette Holt & Associates (2021), available at <https://www.chicago.gov/content/dam/city/depts/dps/Outreach/City%20of%20Chicago%20Disparity%20Study%20for%20Construction%20Contracts%202021.pdf> (last visited June 17 2022).

Cook County, Illinois Disparity Study, Prepared by Colette Holt & Associates (2015), available at <http://www.mwbelaw.com/wp-content/uploads/2019/10/2015-Cook-County-Illinois-Disparity-Study.pdf> (last visited June 17, 2022).

Illinois Department of Transportation 2017 Disparity Study, Prepared by BBC Research & Consulting (2018), available at https://idot.illinois.gov/Assets/uploads/files/Doing-Business/Reports/OBWD/DBE/2017%20IDOT%20Disparity%20Study_Final%20Report.pdf (last visited June 17, 2022). ^*+

Illinois Department of Transportation/Illinois Tollway Disadvantaged Business Enterprises Disparity Study, Volume 1: Illinois State Toll Highway Authority, Prepared by Mason Tillman Associates, Ltd. (2011), available at <https://www.illinoistollway.com/documents/20184/87215/Final+Disparity+Study+Report.pdf/bf922c9f-5cb8-4419-bf53-c5ab6d180f9c?version=1.0> (last visited June 17, 2022).

Illinois Department of Transportation/Illinois Tollway Disadvantaged Business Enterprise Disparity Study, Volume 2: Illinois Department of Transportation, Prepared by Mason Tillman Associates, Ltd. (2011), available at <https://idot.illinois.gov/Assets/uploads/files/Doing-Business/Reports/OBWD/DBE/DBEDisparityStudy.pdf> (last visited June 17, 2022).

Illinois State Toll Highway Authority Disparity Study Construction and Construction Related Services, Prepared by Colette Holt & Associates (2015), available at <http://www.mwbelaw.com/wp-content/uploads/2021/04/2015-Illinois-State-Toll-Highway-Authority-Disparity-Study.pdf> (last visited June 17, 2022). *+

Metra Availability Study, Prepared by Colette Holt & Associates for the Northeast Illinois Regional Commuter Railroad Corporation (2016), available at <http://www.mwbelaw.com/wp-content/uploads/2019/10/2016-Metra-Availability-Study.pdf> (last visited June 17, 2022).

Pace Suburban Bus Disparity Study, Prepared by Colette Holt & Associates (2015), available at <http://www.mwbelaw.com/wp-content/uploads/2021/04/2015-Pace-Chicago-Suburban-Bus-Disparity-Study.pdf> (last visited June 17, 2022).

RTA Availability Study, Prepared by Colette Holt & Associates for the Regional Transportation Authority of Illinois (2016), available at <http://www.mwbelaw.com/wp-content/uploads/2019/10/2016-RTA-Availability-Study.pdf> (last visited June 17, 2022).

The Metropolitan Water Reclamation District of Greater Chicago Disparity Study 2015, Prepared by Collette Holt & Associates (2015), available at <http://www.mwbelaw.com/wp-content/uploads/2019/10/2015-The-Metropolitan-Water-District-of-Greater-Chicago-Disparity-Study.pdf> (last visited June 17, 2022).

The Status of Minority and Women Owned Business Enterprises Relevant to Construction Activity in and around Cook County, Illinois, Prepared by Colette Holt & Associates and NERA (2010), available at <http://www.mwbelaw.com/wp-content/uploads/2019/12/2010-Cook-County-Illinois-Study.pdf> (last visited June 17, 2022).

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Indiana

2015-16 State of Indiana Disparity Study, Prepared by BBC Research & Consulting for Ball State University (2016).

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2015-16 State of Indiana Disparity Study, Prepared by BBC Research & Consulting for Indiana State University (2016).

2015-16 State of Indiana Disparity Study, Prepared by BBC Research & Consulting for Ivy Tech Community College (2016).

2015-16 State of Indiana Disparity Study, Prepared by BBC Research & Consulting for Purdue University (2016).

2015-16 State of Indiana Disparity Study, Prepared by BBC Research & Consulting for University of Southern Indiana (2016).

2015-16 State of Indiana Disparity Study, Prepared by BBC Research & Consulting for Vincennes University (2016).

City of Indianapolis and Marion County Disparity Study, Prepared by BBC Research & Consulting (2019), available at <https://iaaqli.org/wp-content/uploads/2021/09/2019-Disparity-Study-City-of-Indpls.pdf> (last visited June 17, 2022). ^*+

Indiana Disparity Study Final Report, Prepared by BBC Research & Consulting (2010).

Indiana Disparity Study Final Report Appendices, Prepared by BBC Research & Consulting (2010).

State of Indiana 2020 Disparity Study, Prepared by BBC Research & Consulting for the Indiana Department of Administration (2020), available at <https://www.in.gov/idoa/mwbe/files/2020-State-of-Indiana-Disparity-Study-FINAL-PUBLIC.pdf> (last visited June 17, 2022). [^]*+

Kentucky

Louisville & Jefferson County Metropolitan Sewer District Disparity Study, Prepared by Mason Tillman Associates, Ltd. (2018), available at https://louisvillemtd.org/sites/default/files/file_repository/Supplier%20Diversity/MSD%20Disparity%20Study%20Final%20Report%207-23-18.pdf (last visited June 17, 2022). [^]*+

Louisiana

City of Baton Rouge, Parish of East Baton Rouge Disparity Study, Prepared by Keen Independent Research (2019), available at https://www.keenindependent.com/wp-content/uploads/2020/02/KeenIndependent_CityParishDisparityStudy_FinalReport12062019.pdf (last visited June 17, 2022). *+

City of New Orleans Disparity Study, Prepared by Keen Independent Research (2018), available at <https://www.nola.gov/getattachment/Economic-Development/Supplier-Diversity/Results-of-the-Disparity-Study/KeenIndependentNOLADisparityStudySummaryReport04112018.pdf> (last visited June 17, 2022). [^]*+

Recreation and Park Commission for the Parish of East Baton Rouge Disparity Study, Prepared by Keen Independent Research (2019), available at https://www.keenindependent.com/wp-content/uploads/2020/02/KeenIndependent_BRECDisparityStudy_FinalExecutiveSummary12072019.pdf (last visited June 17, 2022). *+

Maryland

Business Disparities in the Maryland Market Area, Prepared by NERA Economic Consulting for the State and Maryland and the Maryland Department of Transportation (2017). *+

City of Frederick MD Disparity Study Report, Prepared by Griffin & Strong (2021), available at <https://www.cityoffrederickmd.gov/DocumentCenter/View/18690/City-of-Frederick-Disparity-Study---2103124Submit?bidId> (last visited June 17, 2022).

Disadvantaged Business Enterprise Disparity Study: Volume I, Prepared by NERA Economic Consulting for the Maryland Department of Transportation (2018). [^]*+

Disadvantaged Business Enterprise Disparity Study: Volume II, Prepared by NERA Economic Consulting for the Maryland Department of Transportation (2018). [^]*+

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Disadvantaged Business Enterprise Disparity Study: Volume I, Prepared for the Maryland Department of Transportation by NERA Economic Consulting (2013).

Disparity Study Final Report, Baltimore County, MD, Prepared by Mason Tillman Associates (2021), available at <https://resources.baltimorecountymd.gov/Documents/Budget/mbe/baltimorecountydisparitystudy.pdf> (last visited June 17, 2022).

MBE/WBE Disparity Study for the Baltimore City Public Schools, Prepared by NERA Economic Consulting (2014).

Montgomery County Maryland Disparity Study Final Report, Prepared by Griffin & Strong (2014), available at <https://www.montgomerycountymd.gov/cat/services/disparitystudy.html> (last visited June 17, 2022).

The State of Minority- and Women-Owned Business Enterprise: Evidence from Baltimore, Prepared by NERA Economic Consulting (2014), available at <https://mwbd.baltimorecity.gov/sites/default/files/City%20of%20Baltimore%202014%20Disparity%20Study%20Final%20Report%20NERA.pdf> (last visited June 17, 2022).

The State of Minority- and Women-Owned Business Enterprise: Evidence from Maryland, Prepared by NERA Economic Consulting for the Maryland Department of Transportation (2011).

Massachusetts

Business Disparities in the DCAMM Construction and Design Market Area, Prepared by NERA Economic Consulting for the Commonwealth of Massachusetts Division of Capital Asset Management and Maintenance (2017), available at <https://archives.lib.state.ma.us/bitstream/handle/2452/819198/on1139333005.pdf?sequence=1&isAllowed=y> (last visited June 17, 2022). ^*+

City of Boston 2020 Disparity Study, Prepared by BBC Research & Consulting (2021), available at https://www.boston.gov/sites/default/files/file/2021/02/2020%20City%20of%20Boston%20Disparity%20Study%20Final%20Report_1.pdf (last visited June 17, 2022). *+

Minnesota

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2017 Minnesota Joint Disparity Study City of Saint Paul, Prepared by Keen Independent Research (2018), available at https://mn.gov/admin/assets/KeenIndependentSaintPaulDisparityStudyFullReport03122018_tcm36-331979.pdf (last visited June 17, 2022). *+

2017 Minnesota Joint Disparity Study Hennepin County, Prepared by Keen Independent Research (2018), available at https://mn.gov/admin/assets/KeenIndependentHennepinCountyDisparityStudyFullReport03122018_tcm36-331965.pdf (last visited June 17, 2022). *+

2017 Minnesota Joint Disparity Study Metropolitan Airports Commission, Prepared by Keen Independent Research (2018), available at https://mn.gov/admin/assets/KeenIndependentMACDisparityStudyFullReport03122018_tcm36-331967.pdf (last visited June 17, 2022). *+

2017 Minnesota Joint Disparity Study Metropolitan Council, Prepared by Keen Independent Research (2018), available at https://mn.gov/admin/assets/KeenIndependentMetCouncilDisparityStudyFullReport03122018_tcm36-331969.pdf (last visited June 17, 2022). *+

2017 Minnesota Joint Disparity Study Metropolitan Mosquito Control District, Prepared by Keen Independent Research (2018), available at https://mn.gov/admin/assets/KeenIndependentMMCDDisparityStudyFullReport03122018_tcm36-331973.pdf (last visited June 17, 2022). *+

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Mississippi

The State of Minority- and Women-Owned Business Enterprise: Evidence from Mississippi, Prepared by NERA Economic Consulting for the Jackson Municipal Airport Authority (2012), available at [NERA JMAA Disparity Draft v7](#) (last visited June 21, 2022).

Missouri

City of Kansas City Construction Workforce Disparity Study, Prepared by Keen Independent Research (2019), available at <https://www.kcmo.gov/home/showpublisheddocument/3858/637178912882470000> (last visited June 17, 2022). *+

City of Kansas City, Missouri Disparity Study, Prepared by Colette Holt & Associates (2017), available at <http://www.mwbelaw.com/wp-content/uploads/2019/10/2016-Kansas-City-Missouri-Disparity-Study-Consortium-KCPS-Disparity-Study.pdf> (last visited June 17, 2022).^*+

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